

**2025-2026 HCEA Job Satisfaction Survey Trend Report**

<b>Ascend One</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>	<b>18-19</b>	<b>19-20</b>	<b>20-21</b>	<b>21-22</b>	<b>22-23</b>	<b>23-24</b>	<b>24-25</b>	<b>25-26</b>	<b>25-26 OVERALL- ALL</b>
Overall, morale at my school/worksite is good.	64.3%	60.0%	61.5%	86.7%	83.3%	77.8%	92.9%	44.8%	70.6%	60.0%	69.2%	94.6%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	72.4%	53.8%	69.2%	71.4%	100.0%	94.1%	93.3%	79.3%	75.0%	80.6%	80.0%	91.9%	70.0%
I personally feel successful in my work.	89.7%	92.3%	100.0%	100.0%	100.0%	94.1%	86.7%	62.1%	80.6%	83.3%	82.1%	97.3%	85.9%
I feel involved in decision-making at my school/worksite.	71.4%	57.7%	92.3%	84.6%	100.0%	94.1%	75.0%	64.3%	76.5%	83.3%	69.2%	83.8%	62.7%
I want to be involved in decision-making at my school/worksite.	92.9%	96.2%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	96.6%	94.7%	97.1%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	75.9%	57.7%	92.3%	71.4%	100.0%	88.9%	93.8%	79.3%	72.2%	87.1%	80.0%	88.6%	73.8%
In my school/worksite, I am treated as a professional	82.8%	88.5%	100.0%	93.3%	100.0%	100.0%	100.0%	82.8%	94.3%	87.1%	87.5%	97.1%	85.5%
There is good teamwork among staff in my school/worksite.	96.4%	76.9%	92.3%	100.0%	100.0%	94.1%	100.0%	86.2%	85.7%	96.7%	92.5%	85.2%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	90.0%	91.7%	100.0%	100.0%	66.7%	92.3%	85.7%	62.5%	81.8%	70.0%	84.6%	93.8%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	92.9%	84.6%	92.3%	84.6%	83.3%	86.7%	76.9%	75.9%	69.4%	83.9%	92.1%	97.1%	69.9%
My work performance is evaluated fairly.	60.7%	53.8%	76.9%	86.7%	100.0%	87.5%	93.8%	93.1%	86.1%	93.1%	92.3%	81.8%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	60.7%	58.3%	33.3%	66.7%	83.3%	56.3%	93.3%	53.6%	65.7%	66.7%	76.3%	93.9%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	92.9%	92.3%	100.0%	93.3%	83.3%	76.5%	100.0%	86.2%	85.7%	80.0%	89.7%	97.1%	82.2%
My administrators/supervisors respect the negotiated contracts	82.1%	92.0%	100.0%	93.3%	100.0%	93.8%	93.8%	96.6%	80.0%	79.3%	84.6%	100.0%	91.2%
My planning time is respected by my school administrators/supervisors	73.7%	66.7%	100.0%	77.8%	100.0%	69.2%	88.9%	71.4%	80.0%	94.7%	86.4%	92.3%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	91.7%	100.0%	100.0%	100.0%	50.0%	100.0%	100.0%	66.7%	81.8%	100.0%	72.2%	64.3%	71.9%
In my school, student misbehavior interferes with learning.	69.2%	42.9%	80.0%	100.0%	50.0%	100.0%	100.0%	75.0%	83.3%	69.2%	76.9%	71.4%	70.5%
Too much instructional time is spent administering assessments.	80.0%	93.8%	100.0%	85.7%	100.0%	50.0%	75.0%	75.0%	77.8%	57.1%	66.7%	73.5%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	66.7%	57.7%	70.0%	61.5%	100.0%	61.1%	100.0%	81.5%	80.0%	65.5%	64.1%	43.8%	36.2%
Increased workload has contributed to a decline in my morale.	53.6%	50.0%	53.8%	60.0%	50.0%	43.8%	25.0%	74.1%	51.5%	59.3%	60.5%	43.8%	67.2%
I am paid fairly.	58.6%	42.3%	46.2%	66.7%	50.0%	61.1%	50.0%	37.9%	36.1%	48.4%	40.0%	47.2%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	66.7%	23.1%	16.7%	80.0%	100.0%	81.3%	87.5%	76.9%	75.8%	65.5%	86.8%	85.7%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	51.9%	34.6%	41.7%	78.6%	83.3%	50.0%	68.8%	61.5%	58.8%	37.0%	54.1%	58.8%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	88.9%	80.8%	100.0%	92.9%	100.0%	81.3%	100.0%	85.7%	85.3%	86.7%	77.8%	85.7%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	70.4%	69.2%	50.0%	66.7%	100.0%	72.2%	100.0%	89.3%	63.9%	60.0%	71.8%	70.6%	73.9%
In my position, I receive appropriate and adequate support and training	69.0%	57.7%	69.2%	76.9%	83.3%	76.5%	87.5%	82.1%	77.8%	80.6%	76.9%	74.3%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	10.7%	4.3%	0.0%	0.0%	0.0%	12.5%	0.0%	21.4%	12.1%	6.7%	18.4%	5.7%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	14.3%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	3.6%	12.1%	6.5%	7.9%	5.7%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	11.1%	15.0%	40.0%	35.7%	0.0%	12.5%	30.8%	32.0%	14.8%	20.0%	24.3%	11.8%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					0.0%	66.7%	0.0%	50.0%	50.0%	0.0%	33.3%	50.0%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					0.0%	0.0%	100.0%	50.0%	100.0%	50.0%	66.7%	100.0%	76.5%
In my school, I spend too much time in meetings.						18.2%	50.0%	40.0%	37.0%	41.7%	43.2%	47.1%	47.6%
In my school, there is adequate support for special education students.						20.0%	57.1%	13.3%	23.5%	40.0%	20.0%	50.0%	33.3%
Participants	29	26	13	15	6	18	16	29	36	31	40	37	